



CITY OF RICHFIELD WAGE SUPPLEMENTAL BENEFITS
FULL-TIME REGULAR GENERAL SERVICES & MANAGEMENT EMPLOYEES
EFFECTIVE JANUARY 1, 2026

PROBATIONARY PERIOD

All original, promotional, and transfer appointments are subject to a one-year probationary period.

VACATION

Vacation leave may be accrued to a maximum of 248 hours.

Vacation leave is accrued by probationary and regular employees according to the following schedule:

New Hire through end of 5 th year	12 days/year	3.70 hours/pay period
6 th year through end of 10 th year	15 days/year	4.62 hours/pay period
11 th year through end of 15 th year	18 days/year	5.54 hours/pay period
16 th year through end of 20 th year	20 days/year	6.16 hours/pay period
21 st year through end of 25 th year	22 days/year	6.77 hours/pay period
26 th year through end of 30 th year	23 days/year	7.08 hours/pay period
31 st year and beyond	24 days/year	7.38 hours/pay period

HOLIDAYS

The City will observe the following twelve (11) paid holidays: There will be two floating holidays in 2026.

New Year's Day	Thursday, January 1 st
Martin Luther King Jr. Day	Monday, January 19 th
Presidents Day	Monday, February 16 th
Memorial Day	Monday, May 26 th
Juneteenth	Friday, June 19 th
Friday before Independence Day	Friday, July 3 rd
Labor Day	Monday, September 7 th
Veterans Day	Wednesday, November 11 th
Thanksgiving Day	Thursday, November 26 th
Friday after Thanksgiving	Friday, November 27 th
Christmas Day	Friday, December 25 th

PERSONAL LEAVE

Paid Personal leave is accrued by probationary and regular employees at the rate of 3 hours per biweekly pay period, up to a maximum of 204 hours. Personal leave may be used for any reason and is required to be used for illness or injury necessitating absence from work, except when the employee is eligible for short-term or long-term disability benefits.

BEREAVEMENT LEAVE

All probationary and regular employees are eligible for Bereavement leave at the death of an immediate family member. Such leave is limited to 5 days (40 hours) for a spouse or 3 days (24 hours) per family member, per each occurrence. The City Manager may approve exceptions to the list on a case-by-case basis.

PAID PARENTAL LEAVE

All regular benefit-earning employees are eligible for 80 hours of paid (base wage) parental leave. The benefit begins on the employee's first scheduled workday following the baby's birth or placement for adoption.

Medical and Pharmacy Health insurance coverage for you, your spouse and/or children to age 26. You have the choice between three plan level options and network options from Health Partners.

Plan Level	Deductible	MONTHLY PREMIUMS				
		Networks	Employee	EE + Spouse	EE + Child(ren)	Family
Health Savings Account Plan	\$3,400/\$6,800	Open Access	\$0.00	\$624.87	\$522.87	\$884.16
		Perform		\$582.12	\$482.12	\$831.16
		Achieve		\$496.37	\$400.37	\$725.41
	\$5,000/\$10,000	Open Access	\$0.00	\$480.12	\$385.12	\$705.66
		Perform		\$440.12	\$347.12	\$656.16
		Achieve		\$360.37	\$271.12	\$557.41
Health Savings Account Plan *RX Plus	\$3,400/\$6,800	Open Access	\$0.00	\$680.87	\$576.37	\$953.91
		Perform		\$636.87	\$534.62	\$899.41
		Achieve		\$549.12	\$450.87	\$790.66

Health Savings Account (HSA) If you enroll any of the two Health Savings Account Plan, you will have access to a tax-advantaged bank account (HSA) to help you pay for current and future health care expenses. If age 55 or older, you can make an additional catch-up contribution of up to \$1,000 annually.

City Contributes...		This year, you can contribute...	
\$200	HSA Plan/Employee coverage	\$4,300	Employee coverage
\$182	HSA Rx Plus Plan/Employee coverage	\$8,550	EE+Spouse or Child(ren) or Family

Dental Insurance Dental coverage through Health Partners for you, your spouse and/or dependent children to age 26.

MONTHLY PREMIUMS	
Employee	\$0.00
Employee + Spouse	\$34.25
Family	\$65.25

Vision Insurance City's vision plan through EyeMed provides coverage for routine eye exams, glasses, and contacts for you, your spouse, and/or children to age 26. You'll also receive discounted rates for laser surgery.

MONTHLY PREMIUMS	
Employee	\$4.85
Employee + Spouse	\$9.22
Employee + Child(ren)	\$9.70
Family	\$14.26

Flexible Spending Accounts (FSAs) Dependent Care FSA (DCFSA), Limited Purpose FSA (LPFSA), and Traditional FSA are available.

- **DCFSA** is a pretax benefit account used to pay for eligible dependent care services.
- **LPFSA** is a pretax benefit account used to pay for qualified dental and vision expenses only.
- **Traditional** is a pretax benefit account used to pay qualified health care expenses.

Minnesota Paid Family and Medical Leave (MN PFML) Starting January 1, 2026, Minnesota Paid Leave will offer payments and job protections to employees who need time away from work for their own health and/or to care for a family member. This benefit will be funded by premiums paid by both employers and employees. These deductions will be reflected in your bi-weekly paycheck.

Disability All full-time employees are automatically enrolled in the employer-paid disability insurance. (*Effective on the 11th continuous working day of a qualifying absence)

*Short-Term Disability	100% of regular base wages up to a maximum of 122 benefits days (accrual rate at 2 days per month)
Long-Term Disability	60% of regular base wages at the time of disability

Life Insurance

\$35,000 Basic Life and AD&D Coverage	Coverage paid by the City
Optional Life upto \$500,000	Cost based on age
Optional Spouse Life upto \$250,000	Cost based on age and benefit amount
Optional Child(ren) Life \$10,000 or \$15,000	Cost based on benefit amount

Health Care Savings Plan (HCSP) The HCSP is a City-sponsored program administered by the Minnesota State Retirement System (MSRS). General Services and Management employees with more than 3 years of employment with the City of Richfield are eligible to set aside tax-free money for health & dental insurance premiums and out of pocket medical expenses that employees will incur after termination of employment.

Retirement - Public Employees Retirement Association (PERA) Retirement benefits are those of a coordinated plan which combines the benefits of the Public Employees Retirement Associate (PERA) with regular social security benefits. Employees contribute 6.5% of their total annual earnings and the City contributes 7.5% PERA. To find additional information, visit www.mnpera.org.

457(b) Deferred Compensation Plans You can save and invest money for retirement through the Deferred Compensation program (to IRS annual maximum of \$24,500 in 2026). If age 50 or over, you can make additional catch-up contributions of up to \$8,000 in 2026.

Educational Assistance All full-time employees are eligible for 85% tuition reimbursement upon satisfactory completion of work-related educational courses offered by accredited institutions. The maximum per year per employee is \$2,000.

Employee Assistance Program (EAP) Free confidential and professional counseling services provide up to four sessions per topic with a mental health professional for a mental health issue or life concern.